



# 2017 STATE POLICY REVIEW: School and district leadership

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School and district leaders play a critical role in improving student outcomes and ensuring quality instruction. Among school-related factors, leadership is found to have one of the greatest impacts on student learning – second only to classroom instruction.<sup>1</sup> Additionally, effective leaders are a pivotal influence in recruiting and retaining high-quality teachers, and mitigating shortages.<sup>2</sup> Research highlighting the importance of leadership continues to re-energize policy discussions around how states can strengthen and support the heads of their schools and districts.

States are considering, and have enacted, legislation that increases the flexibility of school and district leaders to enter the field, perform their job and advance in their career.

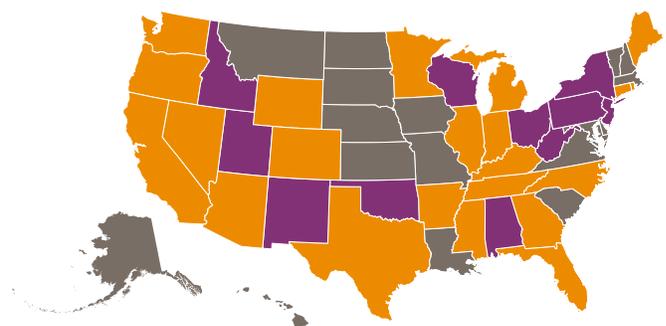
The Every Student Succeeds Act offers states new ways to support school and district leaders and develop their skills. In this spirit, more than half of the state legislatures introduced legislation in 2017 targeting school and district leadership. Several states sought to improve student achievement and produce stronger leaders by providing principals and superintendents increased capacity and greater opportunities to turn around low-performing schools and strengthen thriving ones. This special report provides summary information on the 2017 legislative activities as they relate to school and district leadership. Legislation is organized around stages of the career continuum, from preparation to evaluation. Use Education Commission of the States' [state education policy tracking database](#) to find detailed summaries of all enacted legislation on these topics.

Legislation most often addressed certification and licensure requirements and evaluation.

At least eight states considered moving away from student performance data in school leader evaluations.

## 2017 School and District Leadership Legislation

In 2017, at least 33 states introduced legislation focusing on school and/or district leadership.



Introduced Enacted

## Preparation



SCHOOL LEADERSHIP		
State	Legislation	Status
Arizona	<a href="#">S.B. 1042</a>	Enacted
Arkansas	<a href="#">H.B. 1425</a>	Enacted
California	<a href="#">A.B. 99</a>	Enacted
Nevada	<a href="#">S.B. 497</a>	Enacted
Rhode Island	<a href="#">H.B. 6312/S.B. 885</a>	Enacted
Texas	<a href="#">S.B. 1</a> <a href="#">S.B. 1963</a>	Enacted
Washington	<a href="#">H.B. 1741</a>	Enacted
Minnesota	<a href="#">H.F. 140</a>	Vetoed
Utah	<a href="#">S.B. 148</a>	Failed

*Note: Texas, Minnesota and Washington introduced companion bills to those enacted above.*

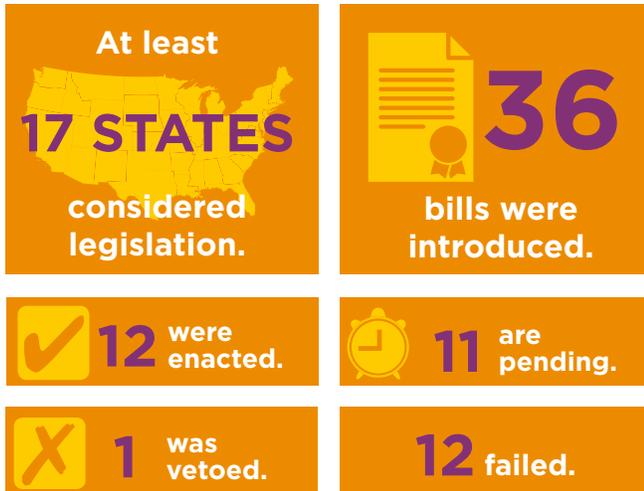
### State Examples

 **Arkansas**  
[H.B. 1425](#) requires, at a minimum, that each in-state applicant for an administrator license (which includes both school and district leaders) demonstrates knowledge of state-adopted competencies and standards for education leaders. Additionally, this bill allows the state board of education to establish rules for alternative educator preparation programs for leaders, including residency programs and leader academies. This bill was enacted March 1, 2017.

 **Nevada**  
[S.B. 497](#) creates an advisory task force to study statewide school and district leader preparation, qualifications for licensure, recruitment, professional development, performance evaluation and compensation. This bill was enacted June 9, 2017, and the task force is required to submit their findings to the legislature by May 31, 2018.

 **Texas**  
[S.B. 1963](#) returns greater flexibility to preparation programs of both school and district leaders by allowing formal observations to occur through electronic transmission or other technology-based devices, in addition to in-person observations. This bill was enacted June 15, 2017.

## Certification and Licensure



### State Examples

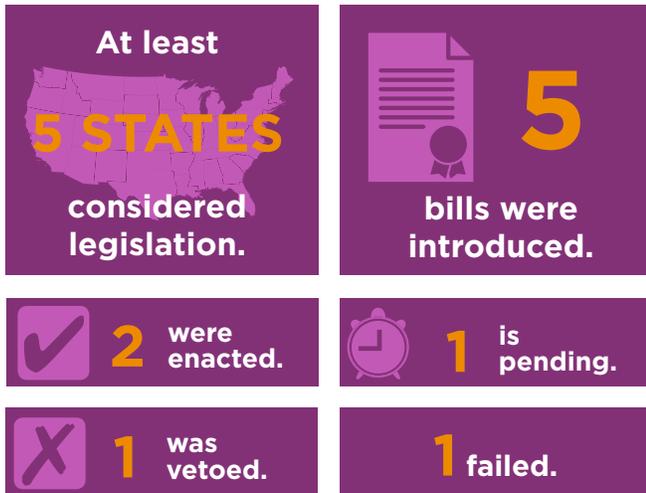
**Maine**  
[L.D. 1569](#) establishes requirements to obtain an administrator certificate, which is necessary to serve as both a school or district leader. These requirements include three years of satisfactory teaching experience, demonstrated knowledge through relevant graduate or undergraduate courses or programs and an approved internship relating to the duties of an administrator. Additionally, to renew their certificate, administrators must complete at least six semester hours of professional or academic study or in-service training. This bill was enacted June 19, 2017.

**Mississippi**  
[S.B. 2398](#) amends provisions related to the qualifications for district leaders. Candidates must now have at least six years' experience, which must include three years' administrative experience as a principal in either a school with an "A" or "B" accountability rating, an increased accountability rating of one letter grade or similar improvement in another state. This bill was enacted April 18, 2017.

SCHOOL LEADERSHIP		
State	Legislation	Status
Arkansas	<a href="#">H.B. 1591</a> <a href="#">S.B. 555</a>	Enacted
Arizona	<a href="#">S.B. 1057</a>	Enacted
Connecticut	<a href="#">S.B. 910</a>	Enacted
Illinois	<a href="#">H.B. 2898</a> <a href="#">H.B. 3820</a>	Enacted
Maine	<a href="#">L.D. 1569</a>	Enacted
North Carolina	<a href="#">S.B. 599</a>	Enacted
Washington	<a href="#">S.B. 5662</a>	Enacted
New Jersey	<a href="#">A. 959</a>	Pending
Washington	<a href="#">S.B. 5858</a>	Pending*
Washington	<a href="#">H.B. 1341</a>	Partially Vetoed
Mississippi	<a href="#">H.B. 568</a> <a href="#">H.B. 930</a> <a href="#">H.B. 1155</a> <a href="#">S.B. 2401</a>	Failed
DISTRICT LEADERSHIP		
State	Legislation	Status
Georgia	<a href="#">S.R. 192</a>	Enacted
Mississippi	<a href="#">H.B. 32</a> <a href="#">S.B. 2398</a>	Enacted
New Jersey	<a href="#">A. 3321</a> <a href="#">A. 4212</a>	Pending
New York	<a href="#">A. 5534</a> <a href="#">A. 5755/S. 4470</a> <a href="#">A. 7499/S. 5474</a> <a href="#">S. 1875</a>	Pending
Pennsylvania	<a href="#">H.B. 178</a> <a href="#">H.B. 391</a>	Pending
Tennessee	<a href="#">H.B.570/S.B. 340</a>	Pending*
Alabama	<a href="#">H.B. 584</a>	Failed
Connecticut	<a href="#">S.B. 786</a>	Failed
Mississippi	<a href="#">H.B. 442</a> <a href="#">H.B. 870</a> <a href="#">H.B. 874</a> <a href="#">S.B. 2208</a>	Failed
Oklahoma	<a href="#">S.B. 187</a>	Failed
West Virginia	<a href="#">H.B. 2793</a>	Failed

\*Did not receive final action in the 2017 legislative session and may be considered in the 2018 session.

## Induction and Mentoring



SCHOOL LEADERSHIP		
State	Legislation	Status
Indiana	<a href="#">H.B. 1449</a>	Enacted
Oregon	<a href="#">S.B. 182</a>	Enacted
Washington	<a href="#">H.B. 1827</a>	Pending*
Maine	<a href="#">L.D. 891</a>	Vetoed
Idaho	<a href="#">S. 1148</a>	Failed

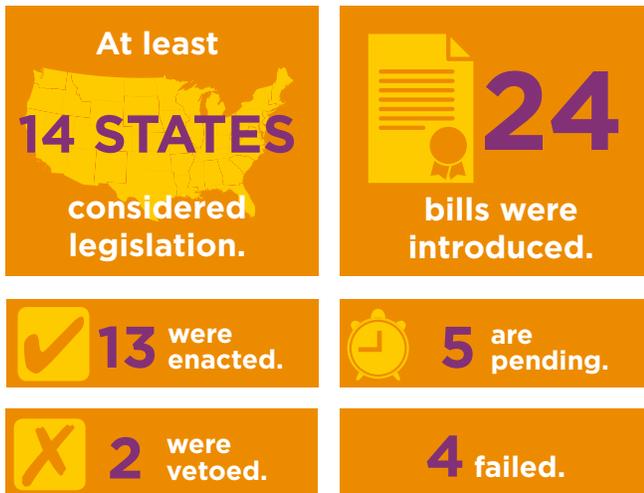
*\*Did not receive final action in the 2017 legislative session and may be considered in the 2018 session.*

### State Examples

 **Indiana**  
[H.B. 1449](#) establishes the Indiana New Educator Induction Pilot Program to offer grants to districts to provide new teachers, principals and administrators induction and mentoring support, among other programs. This bill was enacted April 24, 2017.

 **Oregon**  
[S.B. 182](#) establishes the Educator Advancement Council to offer resources for teacher and administrator professional learning and other supports. This bill requires the council to create a system of educator networks to improve teaching and learning, which may include mentoring and other professional development opportunities. This bill was enacted Aug. 10, 2017.

## Professional Development



### State Examples

**California**  
[S.B. 113](#) appropriates funds to allow the California Commission on Teacher Credentialing to provide grants to assist school districts in attracting, supporting and providing continued learning for teachers, principals and other school leaders in high-need schools. This bill was enacted Aug. 24, 2017.

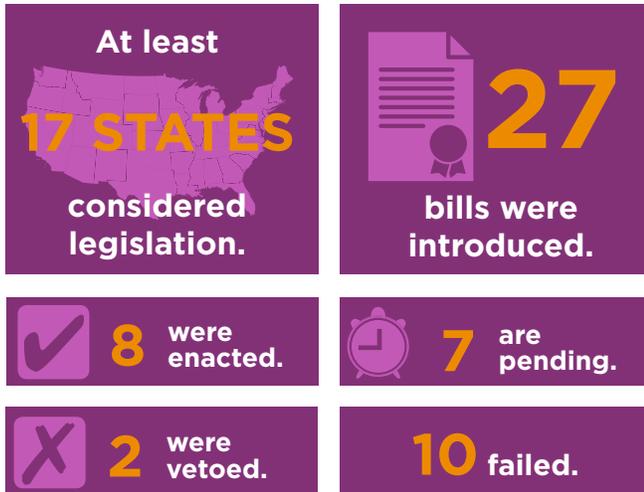
**Georgia**  
[H.B. 338](#) establishes a joint committee — charged with studying the establishment of a leadership academy — to provide opportunities for principals and other school leaders to update and expand their knowledge and skills. This bill was enacted April 24, 2017.

**Nevada**  
[S.B. 155](#) appropriates funds to design and implement educational leadership training programs as a cooperative effort between the state department of education, the Clark County Public Education Foundation, school districts statewide and other partners. This bill was enacted June 8, 2017.

SCHOOL LEADERSHIP		
State	Legislation	Status
Arkansas	<a href="#">H.B. 1154</a> <a href="#">S.B. 647</a>	Enacted
California	<a href="#">S.B. 113</a>	Enacted
Colorado	<a href="#">H.B. 17-1211</a>	Enacted
Connecticut	<a href="#">H.B. 7251</a> <a href="#">S.B. 953</a>	Enacted
Georgia	<a href="#">H.B. 338</a>	Enacted
Maine	<a href="#">L.D. 390</a>	Enacted
Michigan	<a href="#">H.B. 4313</a>	Enacted
Minnesota	<a href="#">H.F. 2</a>	Enacted
Nevada	<a href="#">A.B. 77</a> <a href="#">S.B. 155</a>	Enacted
Washington	<a href="#">S.B. 5883</a>	Enacted
Minnesota	<a href="#">H.F. 489/S.F. 305</a> <a href="#">H.F. 1663/S.F. 1725</a> <a href="#">H.F. 1989/S.F. 415</a> <a href="#">S.F. 107</a>	Pending*
Wisconsin	<a href="#">A.B. 419/S.B. 329</a>	Pending
Maine	<a href="#">L.D. 507</a>	Vetoed
New Mexico	<a href="#">H.B. 307</a>	Vetoed
Connecticut	<a href="#">S.B. 955</a>	Failed
Mississippi	<a href="#">S.B. 2400</a>	Failed
West Virginia	<a href="#">H.B. 2031</a> <a href="#">H.B. 2524</a>	Failed

*\*Did not receive final action in the 2017 legislative session and may be considered in the 2018 session.*

## Evaluation



### State Examples

**Arkansas**  
**H.B. 1424** eliminates language related to student growth measures in administrator evaluations. It also directs the department of education to create a system of leadership support and administrator evaluations that align with adopted leadership standards, use professional support and learning to understand what a leader should possess and provide a research-based framework for conducting administrator evaluations. This bill was enacted March 1, 2017.

**Kentucky**  
**S.B. 1** eliminates the statewide evaluation system, and requires districts to implement a personnel evaluation system for both teachers and leaders that aligns with the statewide framework and removes student growth data as a required measure of effectiveness. This bill was enacted April 10, 2017.

**Wyoming**  
**S.F. 36** removes student academic performance measures as a requirement of leader evaluations, and directs the state board of education to adopt new rules for these evaluations that incorporate professional standards. Districts must follow these statewide requirements in

SCHOOL LEADERSHIP		
State	Legislation	Status
Arkansas	<a href="#">H.B. 1019</a>	Enacted
	<a href="#">H.B. 1424</a>	Enacted
Illinois	<a href="#">S.B. 449</a>	Enacted
Kentucky	<a href="#">S.B. 1</a>	Enacted
Nevada	<a href="#">A.B. 320</a>	Enacted
Tennessee	<a href="#">H.B.626/S.B. 575</a>	Enacted
Utah	<a href="#">H.B. 231</a>	Enacted
Wyoming	<a href="#">S.F. 36</a>	Enacted
New Jersey	<a href="#">A.4063</a>	Pending
	<a href="#">A.4122/S. 2668</a>	
New York	<a href="#">A. 1719</a>	Pending
	<a href="#">A. 2417</a>	
	<a href="#">A. 4016</a>	
	<a href="#">S. 1950</a>	
Ohio	<a href="#">H.B. 181</a>	Pending
New Mexico	<a href="#">H.B. 125</a>	Vetoed
Washington	<a href="#">H.B. 2242</a>	Partially Vetoed
Arizona	<a href="#">H.B. 2377</a>	Failed
	<a href="#">S.B. 1282</a>	
Colorado	<a href="#">S.B. 17-067</a>	Failed
Connecticut	<a href="#">S.B. 44</a>	Failed
New Mexico	<a href="#">H.B. 248</a>	Failed
	<a href="#">H.B. 350</a>	
Nevada	<a href="#">A.B. 212</a>	Failed
Oklahoma	<a href="#">H.B. 1161</a>	Failed
West Virginia	<a href="#">S.B. 401</a>	Failed
DISTRICT LEADERSHIP		
State	Legislation	Status
Connecticut	<a href="#">H.B. 6773</a>	Failed

*Note: New Mexico introduced a companion bill to H.B. 125.*

creating their own evaluation measures. This bill was enacted March 6, 2017.

Lawmakers in Arizona, Colorado, New Jersey, Nevada and New Mexico introduced similar legislation aiming to lower or completely eliminate student performance measures from leader evaluations.

## Compensation and Incentives

At least



**9 STATES**

considered legislation.



**22**

bills were introduced.

**4** 

were enacted.

**7** 

are pending.

**11**

failed.

### State Examples

 **Florida**  
[H.B. 7069](#) establishes the Best and Brightest Principal Scholarship Program to award scholarships to school principals who have recruited and retained a high percentage of high-quality teachers, and requires chosen principals be afforded additional authority and administrative flexibility. This bill was enacted June 16, 2017.

 **North Carolina**  
The 2017 appropriations bill, [S. 257](#), creates a new salary structure with higher base pay for principals and assistant principals, as well as two new bonus opportunities for these school leaders. The bill was enacted June 28, 2017.

SCHOOL LEADERSHIP		
State	Legislation	Status
Florida	<a href="#">H.B. 7069</a>	Enacted
Indiana	<a href="#">S.B. 108</a>	Enacted
North Carolina	<a href="#">S.B. 257</a>	Enacted
New Jersey	<a href="#">S. 1452/A. 2169</a>	Pending
Alabama	<a href="#">S.B. 314</a>	Failed
Florida	<a href="#">H.B. 5003</a> <a href="#">S.B. 1410</a> <a href="#">S.B. 1552</a>	Failed
North Carolina	<a href="#">H.B. 540</a> <a href="#">H.B. 888</a> <a href="#">H.B. 895</a> <a href="#">S.B. 234</a>	Failed
Mississippi	<a href="#">H.B. 561</a> <a href="#">S.B. 2780</a>	Failed

DISTRICT LEADERSHIP		
State	Legislation	Status
Indiana	<a href="#">S.B. 182</a>	Enacted
New Jersey	<a href="#">A.1028</a> <a href="#">A. 2767/S. 504</a> <a href="#">A.C.R. 56</a> <a href="#">S. 3151</a>	Pending
New York	<a href="#">A. 6310/S. 4815</a>	Pending
Tennessee	<a href="#">H.B. 793/S.B. 731</a>	Pending*
Oklahoma	<a href="#">S.B. 133</a>	Failed

*\*Did not receive final action in the 2017 legislative session and may be considered in the 2018 session.*



## ENDNOTES

1. Kenneth Leithwood et al., *How Leadership Influences Student Learning* (New York: The Wallace Foundation, 2004), <http://www.wallacefoundation.org/knowledge-center/Documents/How-Leadership-Influences-Student-Learning.pdf>.
2. Learning Policy Institute, *The Role of Principals in Addressing Teacher Shortages* (Palo Alto, CA: Learning Policy Institute, 2017), [https://learningpolicyinstitute.org/sites/default/files/product-files/Role\\_Principals\\_Addressing\\_Teacher\\_Shortage\\_BRIEF.pdf](https://learningpolicyinstitute.org/sites/default/files/product-files/Role_Principals_Addressing_Teacher_Shortage_BRIEF.pdf).

## AUTHOR

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